

safety lately



A monthly newsletter from A&A Elevated Facility Solutions

Workers' Compensation Awareness & Wellness

Workers' Compensation Awareness & Wellness

At A&A Maintenance, protecting employees is not just a responsibility—it's the law. Workers' Compensation provides benefits to employees injured while performing their job duties. This includes medical care, wage replacement, and support services.

Understanding the correct process ensures that employees get the help they need and that all incidents are handled legally and appropriately.

In this issue:

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Workers' Comp Fraud
- **Joint Health in Cold Weather**
Joint Protection Tips

Please remember:

- Risk Management handles all workers' compensation matters
- HR handles FMLA and Disability—not workers' compensation

WHAT EMPLOYEES SHOULD KNOW

1. Report Immediately
 - If you are injured at work, notify your supervisor as soon as it happens. This ensures documentation is completed properly and you are referred to medical treatment without delay.
2. Get Medical Attention
 - Your supervisor or the Risk Management Department will guide you to an approved medical provider. Follow instructions and report all updates after each visit.
3. Stay in Communication
 - Maintain contact with the Risk Management Department regarding your injury status, follow-up appointments, and work restrictions.
4. Returning to Work
 - Only Risk Management can approve your return to work based on your doctor's note. You must not return until officially cleared.
5. Know the Difference
 - Injuries from personal medical conditions (non-work-related) are handled through HR under FMLA/Disability.
 - Workplace injuries must be reported to Risk Management only.

**WORKERS' COMP FRAUD –
KNOW THE RISKS**

As we approach the holiday season, we want to remind everyone that fraudulent workers' compensation claims are illegal and can have serious consequences.

Fraud includes:

- Exaggerating an injury or its severity
- Working another job while collecting workers' comp
- Providing false documentation or faking injuries

If you commit fraud, you may face:

- Immediate termination
- Criminal charges and prosecution
- Permanent disqualification from future benefits
- Financial penalties and restitution of collected payments

If you suspect that a coworker or someone at your site is committing fraud, contact the Risk Management Fraud Hotline at (914) 841-3529. All tips are confidential.

KNOW YOUR RIGHTS

As an A&A employee, you have the right to:

- A safe, respectful, and injury-free workplace
- Immediate and appropriate medical care for on-the-job injuries
- Report concerns without fear of retaliation
- Modified/light-duty work if medically required
- Ask questions to the Risk Management Department at any time

STATE-SPECIFIC LAWS APPLY

This policy applies to all A&A locations across New York, New Jersey, California, Washington, Texas, Connecticut, Illinois, Oregon, Massachusetts, and Colorado. State laws vary in timelines for reporting, approved providers, and fraud penalties.

Contact Risk Management for state-specific details.



Joint Health in Cold Weather

As the colder months approach, many janitorial workers may notice increased stiffness, joint discomfort, or achy knees, wrists, or shoulders. This is a common reaction to lower temperatures, especially for employees who work overnight or early morning shifts, or in unheated environments like garages, lobbies, or large open facilities. Poor joint care can lead to longer recovery times, reduced mobility, or long-term discomfort.

However, a few simple daily habits can make a big difference in keeping your joints flexible and pain-free.

JOINT PROTECTION TIPS FOR JANITORIAL STAFF:

- **Stretch before and after each shift:**

Gentle movements loosen joints and warm up your body, especially wrists, back, knees, and shoulders.

- **Use ergonomic tools:**

Use mops, vacuums, and carts with adjustable handles to avoid overreaching or bending.

- **Wear proper footwear:**

Insulated, slip-resistant shoes reduce strain on your ankles and knees while keeping you stable on wet or cold surfaces.

- **Lift smart:**

Always bend your knees and keep items close to your body. Avoid twisting or bending from the waist.

- **Take micro-breaks:**

Even a 2-minute rest between repetitive tasks can prevent strain.

- **Stay hydrated:**

Cold weather can mask dehydration. Drink water throughout your shift to help keep your joints lubricated.

- **Eat for joint health:**

Include foods rich in omega-3 (like tuna, flaxseed, or walnuts), calcium, and vitamin D to strengthen bones and reduce inflammation.

- **Speak up early:**

Report any discomfort to your supervisor or Risk Management before it becomes a more serious issue.

Remember: Joint pain is not "just part of the job." Prevention today reduces long-term injuries tomorrow.





See Something. Say Something. Stay Safe.

A voice-driven safety program because a safe facility starts with the people in.

Safe2Say allows anyone on our team to anonymously report safety hazards, misconduct, or concerns. No judgment. No retaliation.

SUBMIT

Report through the website, app, or phone anonymously

REVIEW

A&A evaluates each concern and sends it to the right team

RESOLVE

Every report is addressed, tracked, and completed with accountability

Why It Matters

Clean facilities are important. Safe and respectful environments are essential. Speaking up prevents incidents, protects people, and improves how we work.

Our Commitment

Safe2Say is part of A&A's People First culture built on safety, integrity, and trust.



Get in touch!



**Questions or need
to submit a report?**

Call 914.998.2345
or scan the QR code